



Gender Equality Scheme (GES)

2007 – 2010

Annual Review



April 2009

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1. Introduction and what we have done

We published our Gender Equality Scheme in April 2007, www.plymouth.gov.uk/ges-2.pdf. Our first annual review was published in April 2008; this review is our second and final review.

In May 2008 we pioneered our first full and comprehensive Equality Scheme (2008-11; ES). This superseded all our previous Equality Schemes which focused on specific equality strands, including gender (with transgender). Our GES commitments and actions remain important to us and our diverse communities. We will ensure that they are monitored and reviewed by adding any outstanding actions from the GES to our future Equality Scheme governance arrangements.

Since last years annual review we have continued to promoted gender equality by:

- ✓ Closely monitoring our policies and strategies on equalities to make sure we do what we said we would.
- ✓ Delivering an exceeding our commitments within an ambitious programme of Equality Impact Assessments (EIA's). This year we completed 108 EIA's; 3 more than we planned, including: an assessment of city centre car parks which revealed a gender differential in terms of needs.
- ✓ Maintaining our reporting system for discriminatory incidents and introducing a new reporting mechanism for trans incident reporting. While currently numbers are low we are starting to get reports and there were 2 transgender incidents reported to us this year. We intend to promote this system more next year and increase our reporting numbers and follow up which should lead to better outcomes for those affected.
- ✓ Including gender equality as part of our corporate induction which is attended by all new employees. In 2008/9, 303 new members of staff were trained in this way.
- ✓ Training 809 staff, senior managers and elected members within a programme of learning and development opportunities within which gender equality was highlighted.
- ✓ Taking the lead promotional activities and events like International Women's Day.
- ✓ Achieving level 3 of the Equality Standard for Local Government. We are now determined to reach the 'Excellence' by 2012.
- ✓ Maintained staff forums for Black and Minority Ethnic (BME) employees, staff with disabilities and those who are Lesbian, Gay, Trans, or Bisexual (LGBT).
- ✓ Ensured that nearly 43% of our top earners are women.

Best Practice

Our award winning Housing Repairs Division apprenticeship scheme – highly regarded nationally by the Learning and Skills Councils 'Skills Starts' for consistent commitment and support to the Apprenticeship Programme in partnership with City College Plymouth – especially in relation to occupational segregation based on gender. We are already planning for 3 more apprenticeships for women.

More details about what we have achieved in relation to gender equality is contained in our second annual action plan progress review that follows on pages 5 to 11. We have also published two other annual equality reviews at the same time as this review for our Disability Equality Scheme (DES) and our Equality Scheme (ES). Combined they show exactly what we have done to promote equality across all six equality strands including gender (available from www.plymouth.gov.uk/socialinclusion/socialinclusionlatestinfo.htm or our Social Inclusion Unit) and our overall commitment to achieving even more.

On Monday June 22nd and Monday June 29th we held two drop in events in the centre of Plymouth to consult around our equality schemes. 12% of the overall visitors to the consultation rated their satisfaction about our gender-based actions, 60% said that what we have committed to do and had done was satisfactory or above.



Our Social Inclusion Unit lead officer celebrating International Women's Week with the local Fawcett Society Co-ordinator on 28th January 20

Specific progress against our 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	Progress April 2009
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.	Job evaluation complete.	May 2007	Head of Human Resources	Achieved: Results from JE published. Appeals completed July 2009. New pay and grading structure in place and backdated to October 2007. Final audit to take place in 2010.
		New pay and grading structure in place.	1 st October 2007		
		Equal Pay Audit completed.	March 2008		
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.	Analysis of the areas and roles most affected completed and action plan in place to address priority areas including target ratios and monitoring dates.	May 2009	Head of Human Resources	Achieved: We have updated our Human Resources (HR) data systems and are now better placed to analyse our workforce profile. Our Best Value Performance Indicators (BVPI's) show that corporately 42.6% of our top earners are women. We are working to make this 50%. In April 2008 at the Learning and Skills Council 'Skill Stars' Event our Housing Repairs Division here at PCC received the award for Medium Sized Employer of the year for their consistent commitment and support to the Apprenticeship Programme in partnership with City College Plymouth. (See above.)

Colour Key for priority and progress column

Achieved	On Target	Some Slippage	Slipped
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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	Progress April 2009
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.	Unions, management and staff consulted and action plan developed setting and dates by when targets will be achieved. This will be subject to monitoring, review and evaluation.	Dec 2008 Consultation by June 2008. Action plan by August 2008.	Head of Human Resources	Achieved: We maintain flexible working practice through policies that are already in place and working well. We have explored the option of home working which is an area for future actions to be completed by 2012 by HR.
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.	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 & support from SIU	Achieved with some slippage: Policy agreed and published in November 2008. Policy informed by consultation with SIU and diverse community groups including individual trans members. We are one of a few local authorities to have this policy in place and are receiving requests from others to use ours as best practice on which to develop their own policy.
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.	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.)	Targets agreed by July 2008.	Head of Human Resources	On Target: Tamar Education Business Partnership run work placements for all schools for students pre and post 16. Over 6 months from September 2008 to July 2009, 4006 year 10 and 11 pupils have been on a work placement. Of those going on placement 46% were boys and 54% were girls. 250 (14%) boys were placed in hair and beauty and health

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					and social care placements. 153 girls (7%) were placed in environment, construction and engineering. More specific targets to be agreed by the end of 2009.
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.	Annual Staff survey completed and actions agreed to reduce barriers identified and inform policy development.	October 2007	Head of Human Resources	Achieved: Staff survey in 2007. Actions agreed and specific equality and diversity targets set. A comparative survey planned for 2009 to review changes. We maintain flexible working practices through policies that are well established and work well. We have explored 'home working' which is an area for future actions to be completed by 2012 by HR.
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.	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.	Achieved: 2008/09 training numbers are; Corporate induction (including an interactive equality and diversity session) – 303; Valuing people - disability awareness –141; Accessible information –12; Equality Impact Assessment's – 33; General awareness from IODA contract – 401. We also have and agreed package of equality and diversity learning and development linked to our CIP priorities for 2009/12.

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Procurement Processes					
Suppliers of goods are compliant with equality and diversity legislation as well as compliant with our corporate equality policy and plan.	Procurement process guidance and documentation will be updated to adequately cover equality and diversity issues.	Appropriate documents are updated and suppliers are expected to have policies in place.	March 2008	Head of Strategic Procurement Unit	Achieved: Sustainable Procurement Strategy 2007-10 published. Equality & Diversity issues covered. How to do Business with the Council Guidance and the Pre Qualification Questionnaire (PQQ) have also been amended and published.
	Production of contract monitoring guidance that includes robust monitoring of equality and diversity issues including gender.	Guidance in place and actions agreed to ensure that this is subject to continuous compliance	March 2009		Achieved: See 3.1 above. Procurement activities commended by ESLG peer inspectors.
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: <ul style="list-style-type: none"> • 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. 					Achieved: Based on an analysis of data supplied by Fischer Family Trust, pupils in Plymouth with Special Educational Needs (SEN) at School Action Plus (SA+) generally make progress above national averages at Key Stage 2 (KS2), between Key Stage 2 – 3, progress is in line with national expectations with progress exceeding national expectations in maths and science at Level 6.

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<ul style="list-style-type: none"> Reduce the number of statements of Special Educational Needs, particularly among boys. 					<p>Between KS3 – 4 pupils at SA+ exceed national averages in achieving 5 A-C grades at GCSE but are below national averages for 5 A-G GCSE (or equivalent). Pupils with SEN Statement at KS2 have generally made progress, which is significantly higher than expected. At KS4, pupils with SEN Statement are generally in line with national expectations in achieving 5 A*-C GCSE, but are below national expectations for 5 A*-G. We anticipate that this gap will narrow this year. We are actively supporting school special educational needs co-ordinators through accredited training with the University of Plymouth.</p> <p>Achieved: Data shows the number of boys receiving SEN's has only marginally decreased over 3 years: 2007=5371, 2008=5416, 2009=5328. Work taking place to raise educational attainment of boys (including those with SEN) including creative/active learning and School Action Plus programme. Programmes have been ongoing since 2007.</p>

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Promote gender equality in schools. Schools have GES in place in line with duty.	Provide advice and guidance to schools on setting their gender equality priorities. Monitor schools to insure GES in place.	Schools have gender equality scheme in place and as part of their School Development	Training to schools and governors about GES In July 2007	(Assistant Director Children's Services) Head of Learner Support	Achieved: Approx 75% of schools have been trained re the Gender Duty. Advice available to governors and heads on an ongoing basis. Refresher training and governor training planned for 2009.
Equality Impact Assessments					Achieved: Above target with 70 EIA's completed April 2007 to March 2008. 108 EIA's completed between April 2008 and March 2009. EIA on new grievance and anti-bullying and harassment procedures and transgender/gender reassignment policy completed.
<p>The following issues have been highlighted as priorities for gender equality, these are already included in the Corporate Equalities Plan:</p> <ul style="list-style-type: none"> 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). 					
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 reps.	Achieved: As noted in EIA section above. We are also gathering this information via exit surveys; satisfaction surveys; complaints and service user monitoring, as well as customer profiling work. As data becomes more robust we will build on the E&D targets we have already set.

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'You Said We Did'

Gender Equality Scheme 2007-2010 - "You Said...We Did" - Highlights

You Said	We Did
<p>✓ People deserve equal pay for work of equal value</p>	<ul style="list-style-type: none"> ❑ We have carried out an authority wide Job Evaluation process, which has been completed with results published. ❑ Our new pay and grading structure was in place for October 2007. ❑ We will be having a final audit in 2010 to ensure people doing equal work are receiving equal pay.
<p>✓ Barriers to men and women working in non-traditional occupations need to be reduced</p>	<ul style="list-style-type: none"> ❑ Our Housing Repairs Division apprenticeship scheme is highly regarded nationally by the Learning and Skills Councils 'Skills Starts'. We were celebrated for our consistent commitment and support to the Apprenticeship Programme in partnership with City College Plymouth – especially in relation to occupational segregation based on gender. We are already planning for 3 more apprenticeships. ❑ Over 6 months from September 2008 to July 2009, 4006 year 10 and 11 pupils were on work placement. Of those going on placement 46% were boys and 54% were girls. 250 (14%) boys were placed in hair and beauty and health and social care. 153 girls (7%) were placed in environment, construction and engineering.
<p>✓ Flexible working practices should be maintained and enhanced</p>	<ul style="list-style-type: none"> ❑ Our staff survey was undertaken in 2007 and Equality and Diversity targets set. A comparative survey will be run in early 2009 to see what if anything has changed and if new targets are needed. ❑ We explored the option of home working. Further actions will be completed by 2012 by HR. ❑ Over 20 Equality Impact Assessments completed by Human Resources and published on our website.
<p>✓ People undergoing gender reassignment should be supported at work</p>	<ul style="list-style-type: none"> ❑ We conducted an Equality Impact Assessment about our gender reassignment policy in November 2008. The Assessment ensures views of staff were taken in to account via the LGBT staff forum members. ❑ We made amendments to our December 2008 policy to ensure clear guidance for managers around support at work.
<p>✓ Anyone supplying goods on behalf of the Council should be compliant with equality and diversity legislation and our plans</p>	<ul style="list-style-type: none"> ❑ Our Sustainable Procurement Strategy (2007-10) has been published which comprehensively covers Equality and Diversity issues. ❑ We have published a 'How to do Business with the Council' Guidance and the Pre Qualification Questionnaire (PQQ) has also been amended and published. ❑ Our procurement activities were commended by Equality Standard for Local Government peer inspectors when we were awarded our level 3 achievements.

Conclusion

Our GES action plan was ambitious and last year we achieved 11 of the 23 actions with the remainder being carried forward to this year. We have already achieved 13 out of our 14 (93%) objectives and targets to be reviewed this year. One action remains on target (7%); this target relates to boys and girls seeking and undertaking work experience in non-traditional work placement roles. Our outstanding target that remains will be moved over to the Equality Scheme 2008-11 for annual review with our ground breaking comprehensive scheme which encompasses all six equality strands; Age; Disability; Faith Religion and Belief; Gender; Race and Sexual Orientation. The final review for the GES targets will be 2010. You can read more about our remaining targets by referencing the gender targets in our Equality Scheme Review at:

<http://www.plymouth.gov.uk/homepage/communityandliving/socialinclusion.htm>

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