



**Plymouth City Council
Social Inclusion Unit**



**Gender Equality Scheme
2007 - 2010**

Equality Impact Assessment Report
May 2007

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Executive Summary

This report provides a summary of the results of the Equality Impact Assessment (EIA) undertaken on the Gender Equality Scheme prior to its publications. It sets out the background and scope of the policy and the EIA together with the key findings and recommendations arising from the assessment.

Background

The Equality Act 2006 introduced a general duty to promote equality and eliminate discrimination and harassment as well as specific duties including the requirement to produce a Gender Equality Scheme.

The GES fits with our corporate plan commitments and intentions on delivery equality, diversity and inclusion targets including gender equality.

The purpose of the Gender Equality Scheme (GES) is to explain what the Council intends to do over the next three years to promote equality of opportunity between men and women, boys and girls and transgender people in all that we do and to eliminate unlawful discrimination and harassment.

The EIA was conducted by two officers within our Social Inclusion Unit using the data and evidence gathered through the development of the GES.

The scope of the EIA

In drawing together the GES Data was gathered from a range of national and local 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.

We also engaged and consulted with staff, partners, key stakeholders and people who live, work in or visit Plymouth to tell us what is important to the through completion of questionnaires and through and informal consultation event in March.

The major findings from the consultation were used to inform the key priorities in the GES and to identify areas where further work is needed to adequately identify the issues and appropriate actions.

Key findings

The GES will address inequality and address issues of multiple discrimination and support existing work around disability and race equality.

The GES proposes positive action to address areas where there is currently not equality of opportunity such as:

- Action to increase to participation of girls and boys in non-traditional work placement roles.

- Review of women only swimming sessions to ensure they adequately meet the religious and culture as well as gender needs of women
- Undertaking equality impact assessments on bulky waste services to identify any areas of disadvantage created by the current policy and practice
- Developing policies to support transgender employees

Overall the EIA found no negative impacts. The GES will have positive impact on inequalities across the six equality groups. Positive actions are in place within the GES to promote equality of opportunity or eliminate discrimination as appropriate.

Recommendations

The EIA highlights the need to establish robust mechanisms for monitoring the GES action plan through the Corporate Equalities Group and further develop consultation processes to ensure ongoing dialogue in relation to gender equality and to inform the annual review of the action plan.