



Gender Equality Annual Report

April 2010



Introduction

This is the third year of our Gender Equality Scheme and its associated annual report. From Spring 2010 the County Council's Single Equality Scheme will cover the Race, Disability and Gender Equality Duties and will extend to include Age, Religion or Belief and Sexual Orientation.

Background Information

East Sussex County published its first Gender Equality Scheme in April 2007. This set out our commitment to disability equality and the actions we proposed taking over the three years of the scheme 2007 to 2010. This annual report details the progress we have made in the third year of the scheme and highlights our key areas of work for the future.

Priorities	Progress 08/09																							
Equal Pay	<p>Chief Executive's</p> <p>We are in the process of updating the Equal Pay Audit 2009/10. Significant areas of progress are:</p> <ul style="list-style-type: none"> • ongoing programme of non-discriminatory job evaluation processes, transferring posts on to the new pay structure for the Council (Single Status). • A review of the honorarium payments scheme took place; these payments are in recognition of additional responsibilities. The review was to ensure that all those staff that are eligible for such payments receive them. 																							
Monitoring of employment statistics	<p>Chief Executive's</p> <table border="1"> <thead> <tr> <th>2008/09 Statistics</th> <th>% Female</th> <th>%Male</th> </tr> </thead> <tbody> <tr> <td>Total council employees</td> <td>79%</td> <td>21%</td> </tr> <tr> <td>New employees to the council</td> <td>79%</td> <td>21%</td> </tr> <tr> <td>Promotions</td> <td>5%</td> <td>7%</td> </tr> <tr> <td>Subjects of disciplinary procedures</td> <td>53%</td> <td>46%</td> </tr> <tr> <td>Involved in grievance procedures</td> <td>71%</td> <td>28%</td> </tr> <tr> <td>Employees leaving the council</td> <td>14.5%</td> <td>15.5%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Women comprise 79% of all Council employees and the proportion of women in the top 5% has risen steadily over recent years, now giving a result in the top quartile of all authorities in England for East Sussex County Council. This demonstrates the value that the Council places on ensuring that both men and women have access to promotion opportunities and leadership skills courses, to fully develop their potential. • Only 33% of the female workforce is full-time. • Women also outnumber men in all pay bandings except the very lowest (under £10,000) and the highest (over £60,000) 			2008/09 Statistics	% Female	%Male	Total council employees	79%	21%	New employees to the council	79%	21%	Promotions	5%	7%	Subjects of disciplinary procedures	53%	46%	Involved in grievance procedures	71%	28%	Employees leaving the council	14.5%	15.5%
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Training	<p>Adult Social Care</p> <p>The Equality and Diversity Toolkit provides learning resources on gender identity. The toolkit is being rolled out to all staff in Adult Social Care to support achievement of the Equality and Diversity Standards.</p>																							
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Equality Impact Assessments (EqIAs) are	<p>Chief Executive's</p> <p>Review of equality impact assessment form and toolkits taken place and new forms and toolkit developed.</p>																							

undertaken on new Council initiatives.	Prioritised list of EqlAs developed for the whole Council, which will be monitored through Performance Assistant Director Group.
Recruitment	<p>Chief Executive's Introduction of E-recruitment system ensuring better access for all users, as well as a more cost efficient and timely service for the organisation. Work has been undertaken on our employer branding to make working at the Council accessible to all users.</p>
Service user Consultation	<p>Adult Social Care Transgender people participate in the Inclusion Advisory Group and through Hastings and Rother Rainbow alliance and BourneOut to feedback on the impact strategies and services have on them and advise on good practice.</p> <p>Chief Executive's The 'About you' consultation questionnaire now includes a question for trans people to be identified where they wish to disclose this information.</p> <p>Children's Services Conference held to provide a platform for refreshing approach to equality together with opportunities to explore and understand the relationship between equality and engagement. Key note speaker Duncan Fischer (manager of Kids in the Middle Campaign) spoke about gender issues around fatherhood and parenting.</p>
Service Delivery	<p>Adult Social Care A Black and Minority Ethnic Women's group has been established in Crowborough. The group is for those for whom English is not their first language. Activities support reducing isolation, improving well-being, briefing on adult Social Care initiatives and establishing links to health services.</p> <p>Chief Executive's Domestic Violence information is available on the internet which is regularly updated and includes support for men and women. East Sussex Safer Communities Partnership has put together a directory to help people who are affected by hate crime. The Hate Incident Directory 2009/10 for East Sussex includes reporting and support for those affected by gender identity hate crime.</p>

Next Steps

Chief Executive's

Single Equality Scheme to replace Disability Equality Scheme – all actions from GES will form part of the SES action plan.

A two year timetable for transferring remaining staff onto the new pay structure has been agreed. Work is also ongoing to review the associated terms and conditions, including harmonising enhancements and allowances.

Adult Social Care

The Equality and Diversity Toolkit provides learning resources on gender identity. Partner organisations in the voluntary sector have developed training packages aimed at frontline and executive staff on Transgender issues. This will be delivered in the new financial year.

Children's Services

A conference for how children's services meet the needs of men and women is taking place on 28th April 2010. The conference will help participants understand the gender equality duty, through a facilitated workshop by a gender equality consultant. It will help participants explore opportunities to improve practice around gender equality.

Engagement with Relevant Groups

We will further develop our engagement with equality groups and try to broaden the range of groups we are consulting and involving in the development of our policies, projects etc. As well as broadening the range of groups according to their specific equality interest, it is important for us as a geographical dispersed organisation to ensure that we engage with groups from all areas of East Sussex. In the future we will also consider any particular issues there may be for people who live in rural areas.

Equality Impact Assessment Toolkit

We continue to refine our toolkit and implement it in the organisation. Initially we are targeting the functions that we consider a high priority, however implementation will continue until it is used in all areas of the organisation. In the year ahead we will also consider the systems we use to monitoring progress and to ensure that real change is being achieved.

Research & Gathering Information

Next year we will undertake further work to collate and assess relevant research & information that can assist in the EqIA process. We will also identify gaps in research and conduct further evidence gathering as necessary. We will use this information to inform future equality schemes and action plans.

General

Over the next year we hope to achieve a clearer relationship between the evidence gathered, the actions recorded in our action plans and how this fits with our corporate priorities. We also hope to work more closely with other public sector organisations to share good practice, share research and information and share resources where practical.

Conclusion

Over the past year we have focused a considerable amount of effort on developing the systems to allow us to meet the requirements of the public sector duties and raising awareness amongst our staff. As we embed the EqIA toolkit across the organisation and staff become

more aware of the impact that their function has on gender issues we hope to be able to report on more initiatives that have a positive impact.